

# POSITION DESCRIPTION

## Netball ACT Academy – Coach

*(4 positions available)*

### Organisation Information:

Netball holds a unique position in the Australian sporting landscape. It is a sport with significant and long held participation rates that are the envy of many other Australian sports. It is widely held to be the leading women's sport in Australia. In fact, eight out of ten Australian families have had some involvement with netball; either through playing, volunteering, coaching or assisting in the administration of the sport.

Netball ACT is the peak body for Netball in the Australian Capital Territory. Netball ACT operates under Memorandum and Articles that are resolved by the affiliated Member Organisations. Whilst being a Member Organisation of Netball Australia.

Our purpose is to inspire the community to join our netball family and strengthen our sport through participation and success in Netball competitions at all levels.

To ensure Netball ACT continues to deliver on its strategic priorities, the organisation will focus on growing participation and customer engagement, while working to realise the untapped value in its asset portfolio.

### Program Information:

The Netball ACT Academy program is specifically aimed at players ranging between 14 and 16 years of age. The program is designed to provide the highest quality experience and is appropriate to the athlete's physical, cognitive and social development levels.

The program aims to provide athletes with exposure to a high-performance environment by providing an individual based program for athletes who show the potential to progress through the Netball ACT athlete pathway in future performance cycles.

### Our Values:

**Resilience** – When things get tough, we act with courage and commitment and take on challenges we face both on and off the court

**Our Member Organisations** – We value the contribution our Member Organisations make to our sport and to the participants in their Districts

**An Inclusive Approach** – We welcome all in our sport and encourage an inclusive culture that invites belonging and engagement with our communities

**Respect** – We act with respect in all our interactions both on the court and in our dealings in business and the community

**Professionalism** – We are professional in our approach to our sport and our business operations and promote a performance-based culture

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## Position Specification:

<b>Position Title</b>	Netball ACT Academy Coach (4 positions available)
<b>Department</b>	Operations and Sport
<b>Organisational Relationships</b>	<p><b>Reports to:</b> General Manager – Operations and Sport</p> <p><b>Supervisor:</b> The Capital Spirit / ACTAS Head Coach</p> <p><b>Key Relationships:</b> Athletes, Parents, The Capital Spirit Academy Head Coach, Mentors, and other Program Service Providers</p>
<b>Stakeholder Relationships</b>	<p><b>Internal:</b> All NACT employees and NACT volunteers</p> <p><b>External:</b> NACT Member Organisations, Member Organisation Coaches, NACT Pathway Coaches and NACT Service Providers</p>
<b>Position Profile and Primary Objectives</b>	Deliver a program with the aim of facilitating and supporting athletes to transition into the Netball ACT High Performance Player Pathway. With the aim of developing and preparing athletes to transition into future Netball ACT pathway programs.
<b>Position Capabilities</b>	<p>The position incumbent will possess a high level of:</p> <ul style="list-style-type: none"> <li>• Demonstrated experience working as part of a team to achieve the organisations objectives</li> <li>• Ability to inspire, empower, influence and enable others</li> <li>• Interpersonal, engagement and communication capabilities</li> <li>• Flexibility, adaptability resilience</li> <li>• A desire to learn and be innovative</li> </ul>
<b>Position Location</b>	The position will be based at the SolarHub ACT Netball Centre 435 Northbourne Ave Lyneham
<b>Salary / Tenure / Hours</b>	<p>The Netball ACT Academy Coach is a volunteer position and will be appointed for eleven (11) months. The program is a nine (9) month program commencing in March 2021 and ending in November 2021.</p> <p>The position's honorarium will be as stated in the volunteer agreement.</p> <p>As a volunteer position, the working hours will vary depending on the time dictated by the program schedule. It is anticipated that most working hours will be out of hours and may include early morning, late afternoon, and weekend sessions.</p>

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## Key Result Areas:

The following outlines the key result areas and core competencies relevant to this position:

Key Result Areas	Accountabilities and Responsibilities
<b>Strategic Focus, Thought Leadership and Area Management</b>	<p>Work collaboratively with NACT, Program Support Staff and the netball system in delivering the Netball ACT Academy program.</p> <p>Communicate the ‘Australian Way’, a nationally aligned approach to style of play and performance standards to all athletes under the direction of Netball Australia.</p> <p>Assist with the implementation and delivery of a program that aligns with the NACT High Performance system aimed at building effective squad and team culture and cohesion to prepare athletes for the transition along the player pathway.</p> <p>As directed by the Capital Spirit and ACTAS Head Coach, assist with the preparation of Individual Athlete Performance Plans and competition reviews at the completion of the program and other reports as required.</p>
<b>High Performance Leadership and Culture</b>	<p>Promote and lead a high-performance culture promoting NACT’s vision and values within NACT high performance programs.</p>
<b>Communication and Player Engagement</b>	<p>As directed by Capital Spirit and ACTAS Head Coach, assist with the development and implementation of a holistic program that focuses on individual athlete development.</p>
<b>Risk Management</b>	<p>All volunteers will:</p> <ul style="list-style-type: none"> <li>• Identify and report any hazards, damage, loss, or exposures observed during their work;</li> <li>• Mitigate and manage identified risks.</li> <li>• Minimise damage or loss of property within the incumbent’s control.</li> </ul>
<b>Governance</b>	<p>Work within relevant regulations and requirements of Netball Australia and NACT policies, processes and guidelines.</p>
<b>Work Health and Safety</b>	<p>Ensure compliance with the Work Health and Safety Act and regulations to ensure the health and safety of self and others in the training environment.</p> <p>Comply with NACT policies, procedures and ensure safe delivery practices are adhered to.</p> <p>Consult with NACT Staff on WH&amp;S matters and monitor WH&amp;S performance within area of responsibility.</p>

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## Required Capabilities:

The following outlines the required capabilities relevant to this position:

<b>Interpersonal Skills</b>	<ul style="list-style-type: none"> <li>• Strong interpersonal skills including communication and leadership skills and the ability to be a good role model.</li> <li>• Ability uphold and demonstrate Netball ACT's Values of Resilience, Our Member Organisations, An inclusive approach, Respect and Professionalism.</li> </ul>
<b>Management Skills</b>	<ul style="list-style-type: none"> <li>• Demonstrated leadership, organisational and time management skills</li> <li>• Demonstrated ability to focus time and recourse to meet the medium and long term demands of individual athletes</li> </ul>
<b>Knowledge / Experience</b>	<ul style="list-style-type: none"> <li>• Previous experience in coaching at a minimum District Representative level</li> <li>• Knowledge of holistic athlete preparation including psychology, conditioning, and time management themes</li> <li>• Knowledge of Netball ACT and Netball Australia's athlete and competition pathways</li> </ul>
<b>Qualifications</b>	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>• Netball Australia Development Level Coaching Accreditation, with a commitment to commencing and/or obtaining the next level coaching accreditation</li> <li>• Current Australian driver's licence.</li> <li>• Current Working with Vulnerable People Check.</li> </ul> <p><b>Desired:</b></p> <ul style="list-style-type: none"> <li>• Current First Aid Certificate</li> </ul>

## Application process:

To apply for the Netball ACT Academy Coach positions please email a cover letter and resume to:

Nicole Bowles  
 General Manager – Operations and Sport  
[nicole.bowles@netballact.com.au](mailto:nicole.bowles@netballact.com.au)  
 (02) 6241 4088

**Applications close 5pm Friday 16 October 2020**